

**Michael Mills**

**From:** onbehalfof@scholarone.com on behalf of michelle@promaco.com.au  
**Sent:** Tuesday, 8 September 2009 1:58 PM  
**To:** m.k.mills@bigpond.com; mmills@usq.edu.au  
**Subject:** 23rd Annual Australian and New Zealand Academy of Management Conference - Decision on Manuscript ID ANZAM2009-015

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

07-Sep-2009

Dear Dr. Mills:

*Jessica Green*  
*Please not*

Following a process of double-blind peer review, I am pleased to advise that your manuscript entitled "Using the jazz metaphor to teach the strategy capstone course" has been accepted in the refereed stream for the 23rd Annual Australian and New Zealand Academy of Management Conference, subject to you addressing the MINOR REVISIONS recommended by the reviewers included at the foot of this letter.

Final paper submission date is FRIDAY 2 OCTOBER 2009.

To revise your manuscript, PLEASE FOLLOW THE STEPS BELOW:

1. Log into <http://mc.manuscriptcentral.com/anzam2009> and enter your Author Center, where you will find your manuscript title listed under "Manuscripts with Decisions."

Under "Actions," click on "Create a Revision." Your manuscript number has been appended to denote a revision.

2. You will NOT be able to make revisions on the originally submitted manuscript. Instead, revise your manuscript using a word processing program and save it to your computer.

When the revised manuscript is ready, upload it and resubmit it through your Author Center.

3. When submitting your revised manuscript, to assist with checking, please ensure you clearly document the changes made to the original manuscript.

4. Final papers for publication should include the title, all author details (affiliations, emails) the abstract and keywords, all within the word.doc.

5. The presenting author\* must be indicated with an asterisk.

6. Final papers MUST CONFORM TO THE ANZAM AUTHOR GUIDELINES regarding paper length, layout and spacing. It is important that you edit your paper as necessary, as all final papers will be CHECKED FOR CONSISTENCY.

7. The author must also ensure the paper is complete, grammatically correct and without spelling or typographical errors.

8. IMPORTANT: Your original files will be available to view when you upload your revised manuscript. To avoid any confusion, please DELETE all redundant files before completing the resubmission.

9. The paper title and abstract will be downloaded from within the system. Therefore any edits to your paper title and abstract must also be made in the online version. The full paper will be published in the conference proceedings.



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## Home

The Australian and New Zealand Academy of Management (ANZAM) was founded in 1985 to advance management education, research, and practice in Australia, New Zealand, and beyond.

ANZAM offers **Professional Membership** to individuals who are management educators, researchers or practitioners, and **Institutional Membership** to tertiary providers of management education and research.

ANZAM's activities provide opportunities for members to share their research and teaching insights, network, collaborate and learn from stakeholders and alliance partners around the globe.

We welcome the involvement of everyone interested in the education, research, and practice of management.

**Professor Neal Ashkanasy**  
**President 2010**  
[n.ashkanasy@business.uq.edu.au](mailto:n.ashkanasy@business.uq.edu.au)

## ANZAM Conference Site Now Available for Submissions

### Latest News

### ANZAM Conference Site Now Available!!

### Call for Papers

See also [Research - Call for Papers](#)

**NEW:** [International Conference of Education, Research and Innovation \(ICERI2010\) - Madrid: 15-17 November 2010.](#)  
**Deadline for Abstracts: 15 July 2010**

### Conferences

See also [\*Links - Upcoming Management Conferences\*](#)

**NEW:** [Connecting Across Boundaries - Making Whole of Government Agenda work: 18-19 November - Canberra, Australia](#)

[Isaac Industrial Relations Symposium: 20 August 2010 - Melbourne, Australia. RSVPs Close: 16 August 2010](#)

[Asia Strategy Forum: 22-23 August 2010 - New Delhi, India. Early Bird Closes: 30 June 2010](#)

## Positions Vacant

See also [\*Teaching - Positions Vacant\*](#)



**NEW:** [University of Western Sydney: Head of School, School of Management, College of Business. Closes: 25 June 2010](#)

[University of Sydney: Research Associate, Discipline of International Business. Closes: 9 July 2010](#)

[Macquarie University:](#)

[1 x Associate Professor/Professor in Management \(Marketing\), \(Continuing, Full-time\)](#)

[1 x Senior Lecturer/Associate Professor in Management \(Strategic Management\), \(Continuing, Full-time\)](#)

[1 x Lecturer/Senior Lecturer in Management \(Human Resources/Organisational Behaviour\), \(Continuing, Full-time\)](#)

[2 x Lecturer/Senior Lecturer in Management \(Accounting/Finance\), \(Continuing, Full-time\)](#)

[1 x Lecturer/Senior Lecturer in Management \(Economics\), \(Continuing, Full-time\)](#)

[1 x Lecturer/Senior Lecturer in Management \(Operations & Technology Management\), \(Continuing, Full-time\)](#)

**All Close: 1 August 2010**

## Scholarships

**NEW:** [Sydney Business School - University of Wollongong:](#)

[PhD Scholarship - Assessment of Learning Outcomes and Graduate Qualities in a Graduate Business School](#)

**Closes: 15 July 2010**

[Australian Scholarships Foundation - Management Scholarships for NFP Managers](#)

[Australian and New Zealand Academy of Management](#)



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## About ANZAM

ANZAM is the primary professional body for management educators, researchers and practitioners in Australia and New Zealand, with about 600 individual members and 50 institutional members (representing most Australian and New Zealand universities) as well as members from other countries.

### ANZAM's Purpose

The Australian and New Zealand Academy of Management (ANZAM) advances management education, scholarship, research and practice.

### ANZAM's Intent

- To facilitate the consideration and dissemination of management knowledge;
- To provide a range of services for the ongoing development of members;
- To provide an authoritative voice to advance the interests of the management discipline; and
- To promote greater collaboration between stakeholders.

Australian and New Zealand Academy of Management



AUSTRALIAN and NEW ZEALAND  
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23rd ANZAM CONFERENCE 2009

Sustainable Management & Marketing

2-4 December 2009 - Melbourne, Australia



Executive coaching has become a multimillion dollar industry, but is not without challenges:

- Many coaches experience greater drop-out rates than they expect or would like to.
- Most organisations still struggle to determine the value for money (VfM) they receive from the coaching services that they procure.

*Would you like to:*

- *Improve your client retention rates?*
- *Assess the coaching effectiveness in your organisation?*
- *Predict coaching outcomes?*
- *Contribute to, and critique, a new coaching model*

*If you answer is 'yes' to any of these questions, this workshop is for you*

## **The Impact of the Psychological Contract in Executive Coaching**

**Friday 4 December @ 10:30am**

**Crown Promenade Hotel, Southbank - Melbourne, Victoria**

### ***Are you a Professional Coach?***

- *Do you find some of your clients dropping out of coaching?*
  - *Would you like to use a coaching model that will enable you to engage on a deeper level with your clients?*
- ✓ This workshop introduces a unique relational model of effective coaching, which facilitates deeper and more effective coaching relationships, and predicts coaching performance outcomes.

***Are you an HR Manager, or responsible for procuring coaching services in your organisation, and would like to:***

- *Improve your monitoring of the quality of coaching delivery?*
- *Assess the coaching effectiveness of your providers?*
- *Ascertain the value and impact that coaching is providing to your organisation?*
- *Predict coaching performance outcomes?*

✓ This workshop presents a survey based on a predictive model of coaching that will

***Are you an Academic that likes to:***

- *Critique new models and theoretical frameworks?*
- *Contribute to other researchers by providing useful feedback and ideas?*

✓ This workshop presents a new relational coaching model underpinned by the psychological contract.

***This is a workshop for professional coaches, academics and organisations using coaching services and wishing to evaluate their effectiveness and VfM.***

**The Impact of the Psychological Contract in Executive Coaching**

This workshop presents a new relationship model of coaching effectiveness that draws on empirical research dealing with the psychological contract (PC). The model is potentially predictive in nature and includes a survey instrument designed to diagnose and predict coaching effectiveness, as well as client intentions to complete the coaching process.

This model addresses criticisms in the coaching literature that insufficient attention is paid to: the coaching contract, research on client retention, the causes of premature client termination of coaching, and determining coaching effectiveness.

**Purpose**

- To present and welcome expert feedback on a new model of coaching effectiveness

**Content**

- Context - contract making in coaching
- The PC and its various applications
- The contract makers
- The coach as a contract maker and shaper
- The psychological contract and the coaching process
- The psychological contract coaching (PCC) model
- Practical implications
- Limitations, future research agenda and propositions

### **Recommended audience**

Professional coaches, academics, HR professionals, consultants.

### **Methodology/Approach**

This workshop is highly interactive, experiential and designed according to adult learning principles. Hence, participants will be encouraged to contribute by drawing on their own coaching and/or research experience.

### **Resources and benefits**

Participants will receive handouts (PPT notes) related to the materials presented in the workshop, and a copy of the article "The Impact of the Psychological Contract in Coaching" by Sebastian Salicru.

### **Presenters**

Sebastian Salicru (business psychologist), Director, PTS P/L, and PhD candidate (Curtin).

Colin Beames (corporate psychologist), Director, WRDI Institute.

### **Fees and registration**

The fee for this workshop is covered by the fee for the ANZAM conference (anyone paying for the Conference can attend the workshop without further charge).

To register go to:

<http://www.anzam.org/conference>

**23rd Annual ANZAM Conference – 2009**

**2-4 December 2009 – Melbourne, Australia**

**Crown Promenade, 8 Whiteman Street, Southbank, Melbourne**

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